



Oscar Joel Bryant Foundation

PURSUIT- The OJB Newsletter



The Oscar Joel Bryant Foundation represents African American officers and civilian employees who proudly serve the Los Angeles Police Department.

Statistics show that minority candidates struggle in the hiring process despite having the qualifications of their counterparts. Many of those who successfully navigate the hiring process find themselves with fewer promotional opportunities and frequently experience increased disciplinary sanctions when compared to their peers.

The Foundation strives to continually take steps to change that narrative. It is focused on ensuring that each of its members, regardless of background, are subject to fair hiring practices and working conditions. Moreover, the Foundation is committed to providing its members with the resources and guidance to perform their duties at the highest levels.



President's Message

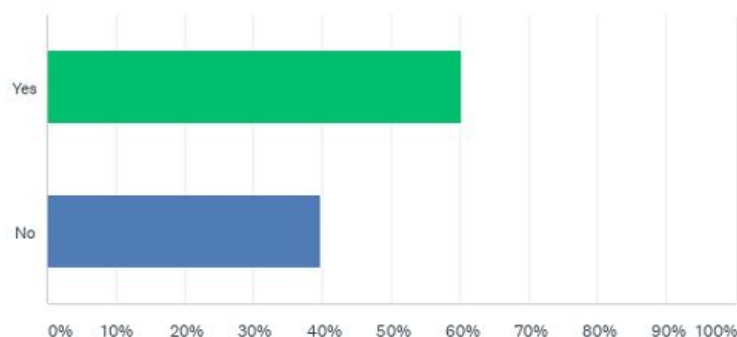
WE HEAR YOUR VOICE

Shortly after our last newsletter, we all observed the death of George Floyd, as well as the numerous protests against police brutality across the nation. During those protests, many of you were on the front lines, protecting the community and businesses from looters, also protecting the rights of those who were protesting. Although most of the protests were peaceful, we all saw the criminal acts of some who decided to be opportunists and steal from businesses. We also saw those who wanted to harm us. Thankfully, we had no major injuries of officers and minimal damage to the communities we serve.

Shortly after the protests, I began to receive numerous calls and texts from members and non-members regarding the harsh and callous comments being made about the Black Lives Matter movement, officers that decided to kneel with protesters, and countless other comments that were, quite frankly, racist and incongruent with the Department's Core Values. The board decided to send a survey to our members. Below you will find a chart with the results:



Q1 Were you witness to, or aware of any concerning statements made by LAPD employees in regards to the recent protests and calls for police reform?



After receiving the results, we met with the Chief of Police and expressed your concerns to him. I personally read some of the responses to him, and he was very disappointed with what you all witnessed in the workplace. We then sent you all a letter detailing the results of the meeting and our future plans. Once you receive this newsletter, we most likely have already completed the first of hopefully numerous webinars that will help us strategically plan how we can ensure our voices are heard.

We are also meeting with command staff to make sure they are aware of some of the comments being made by other employees within the workplace. We demand that they take appropriate action when misconduct is brought to their attention. We are also working with ABLE (Association of Black Law Enforcement Executives) to make sure that you are all supported while in the workplace.

Finally, I want to thank all of you for trusting your board of directors. Your well-being is very important to us, and we want to make sure we are doing everything possible to support you. Please continue to reach out to us and keep us abreast of anything that you feel is worthy of a meaningful conversation. Take care and be safe!

Jody K. Stiger

President





The Oscar Joel Bryant Foundation is proud to endorse Officer Deon Joseph for the Los Angeles Police Protective League Board of Directors Office No. 1!

Officer Joseph has demonstrated his commitment to the community and the members of the LAPPL for nearly 25 years!

He is committed to representing the membership with integrity, passion, and professionalism!

Vote Officer Deon Joseph for Los Angeles Police Protective League Board of Directors Office No. 1!

The Death of George Floyd

On May 25, 2020, the world watched a horrific incident that led to the death of George Floyd in Minnesota. The Oscar Joel Bryant Foundation was saddened and outraged to see this senseless loss of life.

We encourage all our members to be mindful of the current climate that we are operating in and be adamant to citizens that the members of the Oscar Joel Bryant Foundation and the officers of the Los Angeles Police Department condemn the type of policing seen in the video footage.

Law enforcement officers swear an oath to safeguard lives and property; to protect the innocent against deception, the weak against oppression and intimidation, and the peaceful against violence or disorder; and to respect the Constitutional rights of all to liberty, equality, and justice.

We must all call out police brutality and injustices within the law enforcement community. The Oscar Joel Bryant Foundation will continue to stand with those who hold law enforcement officials to their oath and code of ethics. We will continue to closely monitor all forthcoming information regarding this tragedy and send our thoughts and prayers to the Floyd family.

Policing with compassion builds public trust but acts like this that the world witnessed degrades it. Procedural justice, combined with a humanitarian approach to policing, is what the community deserves and desires.



Coping With COVID-19

By Eric Endlich, PhD

Facing a pandemic such as COVID-19 can be stressful and scary.

There are continuous news reports of outbreaks and other developments.

How can you remain calm?

Manage your media exposure.

Staying current on important changes (e.g., travel bans) is appropriate, but it's not necessary to check news outlets multiple times a day.

Stay connected with friends and loved ones.

Try to discuss various topics, not just the current crisis: schedule regular video chats or phone calls.

Maintain routines when possible. If your old routines (e.g., leaving for work) aren't possible, establish new ones such as daily walks or exercise.

Seek out meaningful, productive activities.

Make something creative, clean out an overstuffed closet, or take an interesting course online.

Many of these strategies apply to help children cope, too. Additional steps to support them include:

- **Correcting any misinformation.** Encourage precautionary measures, but provide appropriate positive information as well. They should know, for example, that even if family members get sick, most likely they will recover.
- **Allowing them to express their feelings.** Show that you understand what they feel by mirroring their communication ("sounds like you're pretty worried") without disputing it. Let them know that being frightened is perfectly normal.
- **Providing verbal and physical comfort.** Reassure them, but avoid false promises.
- **Instructing them on ways to stay healthy.** These steps include good hygiene (especially handwashing), nutrition, rest, and exercise.
- **Remaining patient.** They look to you as an example of how to cope. Know that the situation, while challenging for everyone, is temporary.



The State of Affairs...

REPORT PR91

SWORN & CIVILIAN PERSONNEL BY CSCCLASS, SEX, AND DESCENT

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AS OF 08/30/20

*** DEPARTMENT-WIDE TOTALS ***

RANK/ CIVIL CLASS	*-----M A L E-----*								*-----F E M A L E-----*								GRAND TOTAL
	WHITE	BLACK	HISP AMER	AS 'N AMER	IND	FLPNO	OTH	TOTAL	WHITE	BLACK	HISP AMER	AS 'N AMER	IND	FLPNO	OTH	TOTAL	
AC	0	1	1	0	0	0	0	2	1	0	0	0	0	0	0	1	3
CAPT 1	11	0	6	2	0	0	0	19	0	1	1	0	0	0	0	2	21
CAPT 2	8	2	4	0	0	0	0	14	0	2	1	1	0	0	0	4	18
CAPT 3	12	5	9	2	0	0	0	28	5	1	3	0	0	0	0	9	37
CMDR	9	3	3	0	0	1	0	16	0	1	2	0	0	0	0	3	19
COP	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1
DEP CHF	6	0	2	2	0	0	0	10	0	1	0	0	0	0	0	1	11
DET 1	143	30	180	43	2	19	0	417	42	10	72	9	0	2	0	135	552
DET 2	174	38	218	39	1	8	1	479	42	19	60	11	0	2	0	134	613
DET 3	92	16	77	19	0	5	0	209	39	11	28	4	0	2	0	84	293
LT 1	38	10	18	10	0	1	0	77	6	5	4	3	0	0	0	18	95
LT 2	65	17	42	9	1	2	0	136	16	3	4	1	0	0	0	24	160
MCAPT 1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	1
MCAPT 2	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
MPO	4	2	11	1	0	2	0	20	1	0	1	0	0	0	0	2	22
MSGT	0	1	1	0	0	0	0	2	0	0	1	0	0	0	0	1	3
PO SPEC	1	2	0	0	0	0	0	3	0	0	0	0	0	0	0	0	3
PO 1	69	60	222	51	2	9	4	417	14	12	81	6	0	0	2	115	532
PO 2	924	282	1,826	283	11	100	14	3,440	140	54	404	30	4	7	6	645	4,085
PO 3	526	171	904	158	6	45	2	1,812	100	38	252	21	3	7	4	425	2,237
SGT 1	234	60	265	47	3	22	0	631	53	22	46	6	0	1	2	130	761
SGT 2	137	47	156	18	1	9	1	369	28	8	27	5	0	1	0	69	438
*TOTAL FOR SWORN *	2,454	747	3,947	684	27	223	22	8,104	487	188	987	97	7	22	14	1,802	9,906

As seen by our dismal numbers above, our representation at every rank leaves plenty to be desired. In addition to our recruiting efforts, we must also strive to upgrade and promote! If we are to lift as we climb, we MUST first climb!

Look for upcoming seminars on oral interview preparation and keep your eyes peeled for the transfer opportunities. When upgrades/laterals are published, we send them to our membership via email so that if members are away from work and cannot access the Department LAN, they can be aware of opportunities and do not miss application submission deadlines. Members are encouraged to get out of their comfort zones and compete for upgrades and promotions, so we are OVER-REPRESENTED at higher ranks!

Protests & Riots

The city of Los Angeles, along with most of the nation, saw protesting, rioting, and calls for social justice. The Dept mobilized for only the second time in 20 years in response to massive protests and senseless acts of violence. OJB members answered the call to protect the citizens of Los Angeles! Despite being berated by those who were intent on disrupting the peace in the city, our proud members held the line to restore peace and to facilitate the rights of citizens to PEACEFULLY protest and lawfully exercise their first amendment rights.



These are unprecedented times that challenge traditional policing concepts as the communities we serve call for change and reform in the current policing model.

California State Senator Steven Bradford introduced SB 731, which sought to unfairly strip officers of their police powers without due process. Fortunately, this bill failed because it was flawed and was not a viable solution for public safety.

Calls for social justice have led to continued protests throughout the country; however, groups who have motives other than peace have hijacked many of the peaceful protests causing them to be declared unlawful assemblies by law enforcement officials. Arson, assaults on police officers, vandalism, and attempted murder are just a few of the despicable, criminal acts by such groups.



In the wake of other critical incidents throughout the country, we have seen police Chiefs resign from their positions, citing a lack of support from city officials as a motivating factor for their decisions.

Rochester police chief, entire command staff step down following death of Daniel Prude

Rochester, N.Y., Police Chief La'Ron Singletary said in announcing his retirement that the events of the past week "are an attempt to destroy my character and integrity."

Despite opposition from anti-police groups, criminals, and the media, Oscar Joel Bryant members continue to serve the community with dignity and pride and refuse to be swayed from their commitment to service!



A Nation's Loss



Justice Ruth Bader Ginsburg Has Died of Metastatic Pancreatic Cancer at Age 87

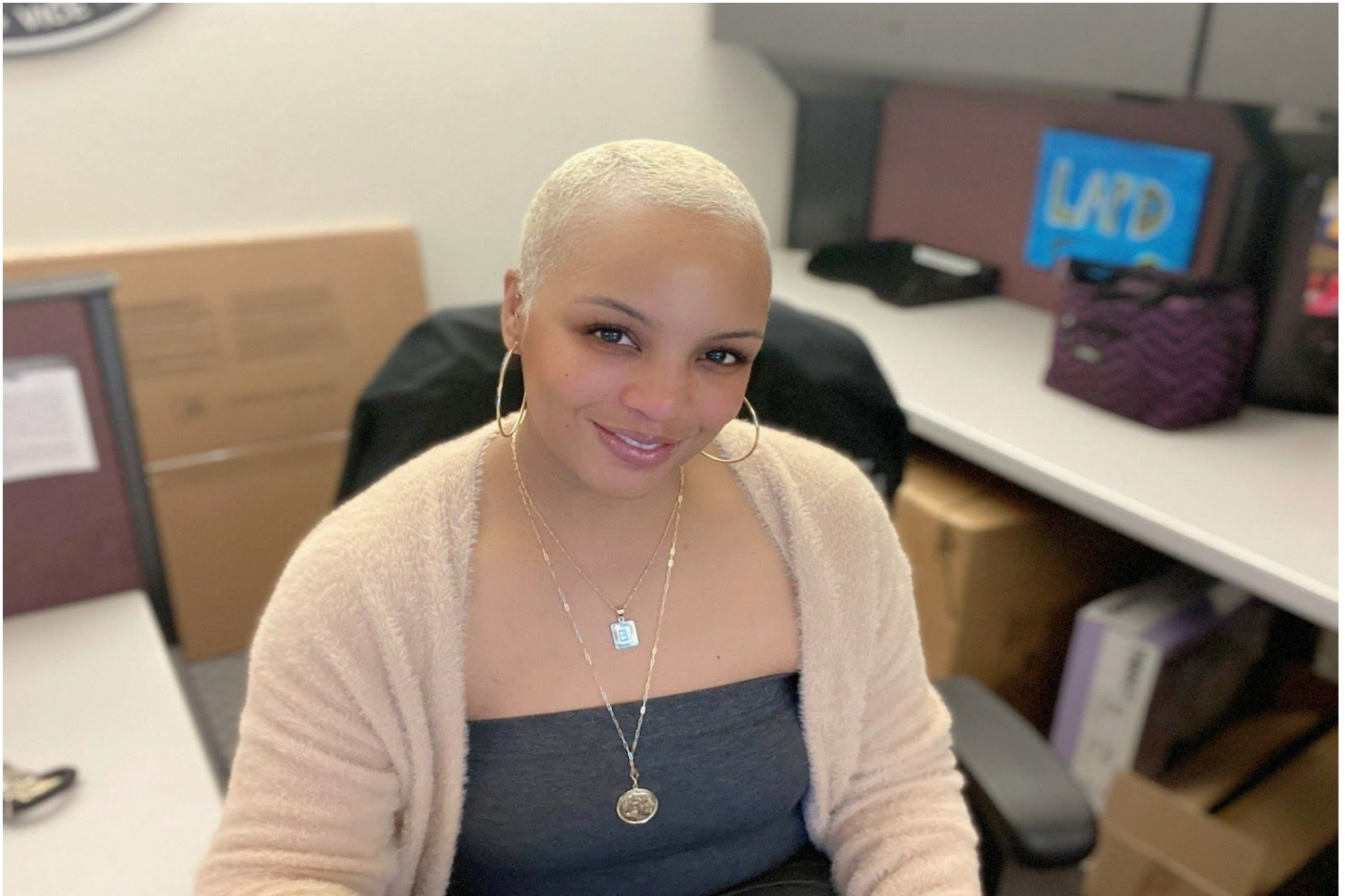
OJB joins the nation in mourning the loss of Justice Ruth Bader Ginsburg. Her lifelong commitment to justice, equality, and fairness to the citizens of this county are not forgotten, and she will be missed.

"Our nation has lost a justice of historic stature," Chief Justice John Roberts said. "We at the Supreme Court have lost a cherished colleague. Today we mourn but with confidence, that future generations will remember Ruth Bader Ginsburg as we knew her, a tireless and resolute champion of justice."



Member Highlight

Executive Administrative Assistant II Brooke Hawkins began her career with the Department as a Police Service Representative in 2003. She remained at Communications Division for 12 years before reclassifying to Senior Administrative Clerk at Operations, West Bureau. Because of her professional excellence, Brooke promoted to Secretary in 2018 and was assigned to the Personnel and Training Bureau. Once again, refusing to be complacent, Brooke promoted to Executive Administrative Assistant II, where she currently serves at Operations, West Bureau. Brooke enjoys traveling, reading, cooking, comedy, and drama movies/shows, and going to Disneyland with her 11-year-old daughter (pre-COVID). Great job, Brooke, we are proud of you!



Good Health is Wealth...

June is Alzheimer's and Brain Awareness Month.



Did you know? Alzheimer's is the sixth leading cause of American deaths. But it's not part of normal aging, according to the NIH. Instead of feeling helpless about Alzheimer's and related forms of dementia, use Alzheimer's and Brain Awareness month as an opportunity to discover ways to potentially lower the risk and how to bring attention and funding to Alzheimer's research. Learn more at act.alz.org.

TIP of the MONTH

Eat the Rainbow

You may wonder if there's one fruit or vegetable that you should eat more often than the others, but there's no one standout option.

Instead, the best advice is to eat a rainbow of different colors of vegetables and fruit because they contain more than 25,000 different phytochemicals, which help prevent disease and keep your body functioning optimally. Examples of beneficial phytochemicals are anthocyanins in blueberries, beta-carotene in carrots, and lycopene in tomatoes.



Produce 3 Ways

By Cara Rosenbloom, RD



There's always nutrition research that's up for debate — is saturated fat harmful or helpful? Is a low-fat or low-carb diet better? But the one thing all health professionals agree on is the importance of eating enough vegetables and fruit.

Filled with fiber, vitamins, minerals and important antioxidants, vegetables and fruit are known to help reduce the risk of developing heart disease, type 2 diabetes and certain types of cancer. Your best bet is to fill half your plate with colorful options at all of your meals, and anything goes. It does not matter if the vegetables are fresh, frozen or canned — what's most important is that you eat them daily.



Go fresh: If you live in an area where fresh vegetables and fruits are economical and readily available all year round, stock up on your favorites and enjoy. Some hardy and affordable options are carrots, beets, squash, celery, pears, apples and broccoli. Buy berries in season and freeze them for later use.

Rely on frozen: Studies that test the vitamin content of fresh vs. frozen vegetables show that both are quite nutritious, with frozen options often edging out the fresh options. Why? Because frozen vegetables are picked and packed at the height of their nutrient value, and freezing locks in the vitamins. However, the vitamins in fresh vegetables may degrade while they are shipped and stored. Both are still nutritious options — so choose what you prefer.



Stock cans: Canned vegetables and fruit are economical and convenient, and they have a long shelf life. If possible, choose those with no added salt or sugar. Rinse those that have added salt or sugar.



Remember that canned and frozen vegetables are convenient and help reduce food waste because they last longer than fresh vegetables. They are all great choices.

Summer Corn Salad

EASY recipe

- | | |
|-----------------------------------------------------------------------|----------------------------------------|
| 3 cups fresh, frozen (defrosted) or canned (and drained) corn niblets | 1/4 cup chopped fresh parsley or basil |
| 1 cup chopped cucumber | 3 tbsp olive oil |
| 1 cup diced tomato | 2 tbsp apple cider vinegar |
| 1/4 cup diced red onion | 1 tsp Dijon mustard |
| | 1/4 cup crumbled feta cheese |

In a large bowl, add corn, cucumber, tomato, onion and parsley.

In a small container with a lid, add oil, vinegar and mustard.

Shake well, then add dressing to vegetables, and toss to coat.

Top with feta cheese and serve.



Makes 6 servings. Per serving:

170 calories | 4g protein | 9g total fat | 2g saturated fat | 6g mono fat | 1g poly fat | 22g carbohydrate | 4g sugar | 3g fiber | 98mg sodium